DOCUMENT RESUME

ED 100 199 HE 006 092

AUTHOR Rastad, Svein-Erik
TITLE Employment Categories of Kenya Graduates of the University of East Africa. An Interim Report. Staff Paper No. 73.
INSTITUTION University Coll., Nairobi (Kenya).
PUB DATE May 70
NOTE 27p.

EDRS PRICE MF-$0.75 HC-$1.85 PLUS POSTAGE
DESCRIPTORS College Graduates; *Employment Opportunities; *Graduate Surveys; *Higher Education; *International Education; *Job Market; Manpower Needs; Statistical Data; Surveys
IDENTIFIERS *Kenya; University of East Africa

ABSTRACT

The university leavers project has three separate objectives: (1) to assess the feasibility of establishing a career guidance service for university students; (2) to find actual employment categories of earlier graduates so as to assist the manpower planners; and (3) to arrive at a qualifiable measurement of the contribution of the University of East Africa to the development of Kenya. All these objectives required tracing earlier graduates to their present occupations, and it is this phase only which is covered by this interim report. The ideas behind the Tracer Project matured during late 1968 and early 1969, after a series of meetings during the Afro-American Conference on Teacher Education. There are two main strategies to the project: (1) to trace earlier graduates to their present employment, and (2) to initiate the procedures through which the university can maintain closer contacts with future graduates. This paper deals with the first strategy only. The tracer exercise for graduates prior to 1967 shows that central government employs approximately 29 percent of all graduates, with science, commerce, and engineering graduates all well below that average. It is clear that government absorption of arts graduates is well below the peak from 1960-63 of almost 60 percent. The experience of this project in Kenya shows that it would be simple to repeat the exercise in Uganda or Tansania. Parellel projects would also give a much wider perspective for the interpretation of the relationship between university education and the employment market. (Author/PG)

INSTITUTE FOR DEVELOPMENT STUDIES
UNIVERSITY COLLEGE, NAIROBI

ED 100 199

Staff Paper No. 73

BEST COPY AVAILABLE

EMPLOYMENT CATEGORIES OF KENYA GRADUATES OF THE UNIVERSITY OF EAST AFRICA

An Interim Report

by

Svein-Erik Rastad

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

May 1970

HE 006092

Any views expressed in this paper are those of the author. They should not be interpreted as reflecting the view of the Institute for Development Studies or of the University College, Nairobi.

Introduction

The university leavers project has three separate objectives: (1) to assess the feasibility of establishing a career guidance service for university students, (2) to find actual employment categories of earlier graduates so as to assist the manpower planners, and (3) to arrive at a quantifiable measurement of the contribution of the University of East Africa to the development of Kenya. All these objectives required tracing earlier graduates to their present occupations, and it is this phase only which will be covered by this interim report.

The ideas behind the Tracer Project matured during late 1968 and early 1969, and the project was established within the Institute for Development Studies of University College, Nairobi in March 1969, after a series of meeting with Professors Harbison (Princeton University) and Cowan (Columbia University) during the Afro-Anglo-American Conference on teacher education. There are two main strategies to the project: (1) to trace earlier graduates to their present employment, and (2) to initiate the procedures through which the university can maintain closer contacts with future graduates. This paper deals with the first strategy only.

BEST COPY AVAILABLE

Student Population

While many have expressed great interest in including Kenyans who have received their university education overseas the project has so far been limited to Kenyans who received their first degree in East Africa. There are two reasons for this exclusion of overseas graduates: (1) an accurate and up-to-date list of overseas graduates would be extremely hard to come by, and (2) one of the major rationales for the project is to provide better data for the future development of University College, Nairobi which is rapidly becoming the main source of university educated manpower for Kenya. Graduates from East Africa offer the best and most relevant data for this purpose.

It would, however, be desirable to include at least a sample of overseas graduates for comparative purposes. Time and resources permitting it might be possible to attempt a wide coverage of overseas graduates at a later stage.

Total number of Kenyan graduates (including non-citizen residents) for the period 1956-1967 is 715, distributed by university college, faculty, and year of graduation as shown in the following table:

Year	Total for Year	Makerere					Nairobi					Dar es Salaam		
		Arts	Sci	Agr.	Med.	Ed.	Arch.	Arts	Sci	Eng.	Vet*	Comm.	Law	Arts
1956	15	10	2	2	-						1			
1957	28	17	4	4	3						-			
1958	18	12	4	-	1						1			
1959	14	3	1	5	5						-			
1960	27	23	-	2	1						1			
1961	59	32	3	5	5					11	3			
1962	66	52	9	4	8					10	3			
1963	47	22	7	5	10					2	1			
1964	82	22	15	2	11			10	3	9	6		4	
1965	89	29	9	7	11			12	4	10	-		7	
1966	85	10	5	5	9	4		12	8	17	2	7	6	
1967	185	20	6	12	11	14		35	15	25	7	9	16	16
1968	226	15	5	13	16	13		67	27	26	6	14	15	9
1969	(193)	4	7	11	13	12	1	57	33	31	7	17	?	?
1970	?	?	?	?	?	?	16	101	44	21	8	38	?	?

BEST COPY AVAILABLE

Those within the square are Diploma degrees, with the exception of Engineers these have so far not been attempted traced.

*Before 1964 Diplomas were awarded at Makerere. From 1964 full degrees were awarded at Nairobi. The six degrees awarded in 1964 were all to former Diploma students who had completed extra training.

The table shows clearly the increasing importance of University College, Nairobi.

BEST COPY AVAILABLE

The Tracing

The actual tracing was launched during the 1969 long vacation, when two assistants, Mr. Ngariuku and Mr. Chybire, now in their third year at University College, Nairobi, spent four weeks interviewing primarily the staff of the University College. From this initial list tracing was pursued by contacting those graduates already traced, both to confirm the tracing and to enlist their help in the tracing of their classmates. Personal visits were also paid to personnel officers in private companies to confirm the tracing results, and during the last stage telephone interviews were used. The Directorate of Personnel was very helpful with the tracing of graduates employed in the civil service.

So far about 90% have been traced. The experience confirms that successful tracing is but a matter of effort. As almost all graduates can be traced from Nairobi the cost is not substantial. To reach 100% tracing and confirmation would, however, add fairly substantially to time and cost required, but as this is seen as an ongoing operation 100% should be within reach.

It proved difficult to remain faithful to the date of 1 July, 1969. For graduates traced towards the end of 1969 and during the beginning of 1970 some recent changes in occupation were apparent. The requirement that candidates for the Parliamentary Election in December, 1969 resign their civil service positions did affect the tracing effort. In some cases, therefore, the tracing is already known to be out of date. Updated tracer information is being collected, but has not been included in the data included in the present tables.

The tracing of Asians have introduced an element of uncertainty into the results. For the period 1964-1967 approximately 60% of all graduates from University College, Nairobi were Asian. While citizenship can be determined for later years, graduates from 1964 to 1967 were admitted prior to Kenya's independence, and citizenship has not been obtained. Those included in this trace were all reported as Kenya residents. Some are

reported to have emigrated, and unless contrary information was obtained they were pursued no further. Some are reported as having gone overseas for further studies, and it is impossible to know whether they intend to return to Kenya.

There is no doubt that future tracing will be very much simpler, as future graduates will be contacted prior to graduation and contact addresses will be available.

Progress Report

So far, primary attention has been on the collection of background educational data and on the tracing of former students to their employment as of 1 July, 1969. The data that has been collected is as follows:

1. For all graduates:
   university college
   faculty
   year of graduation
   examination results
   occupation as of 1 July 1969

BEST COPY AVAILABLE

2. For Nairobi and Makerere graduates:
   year of birth
   place of birth
   sex
   school attended for Forms V and VI
   courses sat for Higher School Certificate
   results at Higher School Certificate
   subjects in university

The number of graduates from Dar es Salaam is relatively small, so the missing data does not affect the analysis very much , and it is hoped that the data may be added later. The records of University College, Nairobi and Makerere University College are incomplete, in particular for the early years, but we have succeeded in filling most of the gaps for the graduates from 1964 to 1967, on [illegible] we have concentrated our latest efforts.

In May, 1970, a mail questionnaire was sent out to the graduates from 1964 to 1967 by Mr. J.K. Koinange, Assistant Dean of Students, University College, Nairobi, This questionnaire was aimed (1) at testing the feasibility of mail questionnaires in East Africa, (2) at confirming the tracing exercise, (3) at obtaining initial information on the experience of earlier graduates in the employment market, and (4) at enlisting the assistance of earlier

graduates with the task of careers guidance by establishing personal contact between the earlier graduates and the Office of the Dean of Students of University College, Nairobi. At the time of writing, more than 1/3 of the mail questionnaires have been completed and returned.

Background data is being collected for the 1968 and 1969 graduates of University College, Nairobi and Makerere University College, in preparation for tracing during June-September 1970 under the auspices of the Dean of Students office. The graduates of the University College, Dar es Salaam, will also be included in the trace.

BEST COPY AVAILABLE

During April 1970 a detailed interview questionnaire was used to interview all Kenyan 3rd year students at University College, Nairobi, as part of the feasibility project to establish regular methods of enlisting student assistance with the objective of careers guidance.

On the basis of the mail questionnaire and the background data available a coding scheme has been devised to transfer the information to computer cards. It is hoped that this code will cater for the needs of the project for many years. The interview questionnaire has already been coded, and a few test runs are being undertaken. Background data for the 1964 to 1968 graduates is in the process of coding, and the coding for graduates from University College, Nairobi is close to completion.

A much more detailed report will be completed as soon as possible, and it is hoped by the end of 1970.

Interim Findings (See Appendix)

The tracer exercise for graduates prior to 1967 shows that central government employs approx. 29% of all graduates, with Science, Commerce, and Engineering graduates all well below that average. If parastatal organizations and East African Community are added we reach 43% overall, with Science and Engineering still well below the average. Commerce graduates are joining the parastatal organisations. For Arts there is a recent slip to around 20% for central government and around 30% when we include parastatal organizations and the East African Community. But since almost 10% of recent Arts graduates are undergoing further training it would not be wise to conclude that government agencies are absorbing significantly less Arts graduates. It is, however, clear that government absorption of Arts graduates is well below the peak from 1960-1963 of almost 60%.

While government has been gradually absorbing fewer Arts graduates there has been a very rapid increase in the number of Arts graduates joining

the teaching profession, from less than 5% before 1964 to almost 30% in 1967. This high level is likely to continue for some time. It is interesting to note that Makerere Arts has a much higher proportion joining the civil service than has Nairobi Arts, and that Nairobi has a much higher proportion becoming teachers than has Makerere. This is likely to reflect the much higher ratio of non-African graduates from Nairobi. This tentative conclusion is supported by the data from Dar es Salaam, which has had African graduates only - Dar es Salaam has the highest ratio of graduates joining the civil service. The samples are small, however, and annual fluctuations are common, so the data should be treated with caution (Nairobi Arts in 1967 had a higher proportion than Makerere Arts joining both the civil service and the teaching profession).

BEST COPY AVAILABLE

The private sector is remarkably stable at around 10% of all graduates, with both Arts, Science, Commerce and Law around the average, although there has been a recent decline for Arts. Again, the almost 10% Arts graduates doing postgraduate work could bring this ratio up. Only Engineering exceeds the average, with around 20%. The ratio for Engineers could be explained both by the subject itself and by the very high ratio (over 80%) of non-African graduates.

Otherwise, the professional graduates usually end up with government agencies. For both Law, Agriculture, Medicine, and Veterinary Science the percentage is over 50%.

What is most striking is the very low percentage joining local government. This probably is a commentary more on the financial and constitutional position of local government in Kenya than on job aspirations of university graduates.

It is interesting to note that at 15% Science and Medicine have a much higher proportion continuing for further education than the other faculties. It is possible that this data reflects longer periods of postgraduate study than for the other faculties, because the present data only includes the former students undertaking further studies at the time of our trace. But the almost 1/3 of recent Science graduates who have gone on to further studies suggests that further studies is much more common in Science than in the other faculties. More complete data on the actual extent of further studies is becoming available through the mail questionnaire, and tentative results indicate that more than 50% of all graduates now in employment have had some form of further education or training.

It must be stressed that, with the possible exception of Arts, the samples are very small and do not easily lend themselves to detailed statistical analysis. The object of the project was to establish the framework within which further data could be collected.

The experience of this pilot project in Kenya shows that it would be a simple operation to repeat the excercise in Uganda or Tanzania. As the objective is to relate university education to the national employment market, and as the economic structure of the three countries varies, any extension of the project should be regarded as the establishment of separate but related projects. Since students have graduated from all three colleges, the establishment of parallell projects should facilitate wide cooperation in the collection of data. Parallell projects would also give a much wider perspective for the interpretation of the relationship between university education and the employment market.

BEST COPY AVAILABLE

Appendix

Kenyan graduates from the
University of East Africa
by
University College,
Faculty,
Year of graduation,
Field of Employment
(as of 1 July, 1969*)

*It has not proved possible to be fully consistent about this date. But changes in occupation tend to be within fields of employment, so that changes in employment do not have much impact on the breakdown by occupational categories.

BEST COPY AVAILABLE

BEST COPY AVAILABLE

Table 1

Summary table by Faculty, University College, and Field of Employment.

Faculty, University College,	Total														Not Traced	
	Africans	Non-Africans	Total	Central Govt.*	Parastatal*	PAC*	International	Local Govt.	Sec Sch/TTC	UTA	Private Sector*	Further Study	Migrated	Deceased	Africans	Non-Africans
Arts																
MUC	208	26	234	79	16	21	4	5	22	22	28	7	6	5	11	6
UCN	37	32	69	10	2	7	-	-	22	3	5	4	13	-	2	1
UCD	16	-	16	7	1	1	-	-	3	1	1	-	-	-	2	-
Subtotal	261	58	319	96	19	29	4	5	47	26	34	11	19	5	15	7
				31%	6%	10%	1%	2%	15%	9%	11%	4%	6%	2%	5%	2%
Science																
MUC	49	14	63	15	4	8	1	-	8	4	4	8	3	1	5	2
UCN	8	22	30	2	-	1	-	-	4	1	5	6	7	-	-	4
Subtotal	57	36	93	17	4	9	1	-	12	5	9	14	10	1	5	6
				18%	4%	10%	1%	-	13%	5%	10%	15%	11%	1%	5%	6%
Education																
MUC	16	2	18	5	1	-	-	-	8	-	1	1	2	-	-	-
				28%	5%	-	-	-	44%	-	5%	5%	10%	-	-	-
Commerce																
UCN	12	4	16	3	5	1	-	-	1	-	2	-	2	1	-	1
				19%	31%	6%	-	-	6%	-	12%	-	12%	6%	-	6%
Law																
UCD	32	-	32	10	1	6	-	6	-	3	3	1	-	-	2	-
				31%	3%	19%	-	19%	-	9%	9%	3%	-	-	6%	-
Engineering																
UCN	15	69	84	5	4	6	-	3	-	2	17	7	23	-	2	15
				6%	5%	7%	-	4%	-	2%	20%	9%	27%	-	2%	18%
Agriculture																
MUC	32	4	36	21	1	1	-	-	1	2	1	2	-	-	7	-
				58%	3%	3%	-	-	3%	6%	3%	6%	-	-	19%	-
Medicine																
MUC	29	12	41	23	-	-	-	2	-	-	-	6	2	-	2	6
				56%	-	-	-	5%	-	-	-	15%	5%	-	5%	15%
Veterinary																
UCN	14	1	15	9	1	-	-	-	2	2	-	-	-	-	1	-
				60%	7%	-	-	-	13%	13%	-	-	-	-	7%	-
Totals																
MUC	334	58	392	143	22	30	5	7	39	28	34	24	13	6	25	14
UCN	86	128	214	29	12	15	-	3	29	6	29	17	45	1	5	21

BEST COPY AVAILABLE

Subtotal	261	58	319	96	19	29	4	5	47	26	34	11	19	5	15	7
				31%	6%	10%	1%	2%	15%	9%	11%	4%	6%	2%	5%	2%
Science																
MUC	49	14	63	15	4	8	1	-	8	4	4	8	3	1	5	2
UCN	8	22	30	2	-	1	-	-	4	1	5	6	7	-	-	4
Subtotal	57	36	93	17	4	9	1	-	12	5	9	14	10	1	5	6
				18%	4%	10%	1%	-	13%	5%	10%	15%	11%	1%	5%	6%
Education																
MUC	16	2	18	5	1	-	-	-	8	-	1	1	2	-	-	-
				28%	5%	-	-	-	44%	-	5%	5%	10%	-	-	-
Commerce																
UCN	12	4	16	3	5	1	-	-	1	-	2	-	2	1	-	1
				19%	31%	6%	-	-	6%	-	12%	-	12%	6%	-	6%
Law																
UCD	32	-	32	10	1	6	-	6	-	3	3	1	-	-	2	-
				31%	3%	19%	-	19%	-	9%	9%	3%	-	-	6%	-
Engineering																
UCN	15	69	84	5	4	6	-	3	-	2	17	7	23	-	2	15
				6%	5%	7%	-	4%	-	2%	20%	9%	27%	-	2%	18%
Agriculture																
MUC	32	4	36	21	1	1	-	-	1	2	1	2	-	-	7	-
				58%	3%	3%	-	-	3%	6%	3%	6%	-	-	19%	-
Medicine																
MUC	29	12	41	23	-	-	-	2	-	-	-	6	2	-	2	6
				56%	-	-	-	5%	-	-	-	15%	5%	-	5%	15%
Veterinary																
UCN	14	1	15	9	1	-	-	-	2	2	-	-	-	-	1	-
				60%	7%	-	-	-	13%	13%	-	-	-	-	7%	-
Totals																
MUC	334	58	392	143	22	30	5	7	39	28	34	24	13	6	25	14
UCN	86	128	214	29	12	15	-	3	29	8	29	17	45	1	5	21
UCD	48	-	48	17	2	7	-	6	3	4	4	1	-	-	4	-
Total	468	186	654	189	36	52	5	16	71	40	67	42	58	7	34	35
				29%	6%	8%	1%	2%	11%	6%	10%	6%	9%	1%	5%	5%

* For definitions, see schedules to this Appendix.

BEST COPY AVAILABLE

Table 2

Detailed breakdown by University College, Faculty, Year of graduation, and Field of Employment

University College Faculty, Year	Total														Not Traced	
	Africans	Non-Africans	Total	Central Govt.*	Parastatal*	EAC	International	Local Govt.	Sec Sch/TTC	UEA	Private Sector*	Further Study	Migrated	Deceased	Africans	Non-Africans
Makerere																
Arts																
56	9	1	10	2	1	-	1	-	2	1	1	-	1	-	1	-
57	16	1	17	6	3	1	-	-	2	1	2	-	-	-	2	-
58	12	-	12	3	-	3	-	1	1	-	2	-	-	-	1	-
59	3	-	3	-	-	-	-	-	1	-	2	-	1	-	1	-
60	19	4	23	5	-	2	-	-	1	-	2	-	-	-	-	-
61	30	2	32	16	3	1	-	-	2	2	3	-	-	1	-	3
62	31	1	32	18	2	2	1	2	2	-	1	1+(1)	-	2	2	1
63	22	-	22	7	4	3	1	1	-	2	4	-	-	1	2	-
64	22	2	24	7	2	4	1	-	1	3	2	-	1	-	-	-
65	25	4	29	11	-	3	-	-	3	5	4	1	1	1	-	(2)
66	6	4	10	1	-	1	-	-	3	-	1	2	-	-	1	1
67	13	7	20	3	1	1	-	1	4	2	1	3	2	-	2(3)	-
	208	26	234	79	16	21	4	5	22	22	28	7	6	5	11	6
Science																
56	2	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-
57	4	-	4	2	1	-	-	-	-	-	-	-	-	-	1	-
58	4	-	4	1	-	-	-	-	2	-	1	-	-	-	-	-
59	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
60	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
61	2	1	3	-	-	1	-	-	-	-	-	-	-	-	-	-
62	6	3	9	2	-	2	1	-	1	1	-	-	1	-	-	-
63	6	1	7	2	1	2	-	-	-	-	-	1	-	1	-	-
64	10	3	13	4	1	2	-	-	-	-	-	-	1	-	1	-
65	6	3	9	1	-	1	-	-	3	1	1	1+(1)	-	-	-	1(1)
66	4	1	5	1	-	-	-	-	1	1	-	2	-	-	-	-
67	4	2	6	1	-	-	-	-	1	-	-	3	-	-	1	-
	49	14	63	15	4	8	1	-	8	4	4	8	3	2	4	2
Medicine																
64	10	1	11	7	-	-	-	1	-	-	-	3	-	-	-	-
65	10	1	11	7	-	-	-	-	-	-	-	3	-	-	1	-
66	2	7	9	2	-	-	-	-	-	-	-	-	1	-	-	6
67	7	3	10	7	-	-	-	1	-	-	-	-	1	-	1	-
	29	12	41	23	-	-	-	2	-	-	-	6	2	-	2	6

(Table 2 p. 2)

BEST COPY AVAILABLE

University College Faculty, Year	Total													Not Traced	
	Africans	Non-Africans	Total	Central Govt.*	Parastatal"	EAC*	International	Local Govt.	Sec Sch/TTC	UEA	Private Sector*	Further Study	Migrated	Deceased	Africans	Non-Africans
Makerere																
Agr.																
61	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-
62	4	-	4	3	-	-	-	-	-	1	-	-	-	-	-	-
63	4	1	5	3	-	-	-	-	-	-	1	-	-	-	1	-
64	2	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-
65	7	-	7	4	-	1	-	-	-	1	-	-	-	-	1	-
66	4	1	5	3	-	-	-	-	1	-	-	-	-	-	1	-
67	10	2	12	6	-	-	-	-	-	-	-	2	-	-	4	-
	32	4	36	21	1	1	-	-	1	2	1	2	-	-	7	-
Ed																
66	4	-	4	2	1	-	-	-	-	-	1	(1)	-	-	-	-
67	12	2	14	3	-	-	-	-	8	-	-	1	2	-	-	-
	16	2	18	5	1	-	-	-	8	-	1	1	2	-	-	-
Nairobi																
Arts																
64	5	5	10	2	-	-	-	-	-	1	3	1	3	-	-	-
65	7	5	12	1	1	3	-	-	5	-	-	-	2	-	-	-
66	7	5	12	2	-	-	-	-	5	1	1	(1)	2	-	-	1
67	18	17	35	5	1	4	-	-	12	1	1	3	6	-	2	-
	37	32	69	10	2	7	-	-	22	3	5	4	13	-	2	1
Science																
64	-	3	3	-	-	-	-	-	-	1	1	1	-	-	-	-
65	1	3	4	-	-	1	-	-	-	-	1	1	1	-	-	-
66	2	6	8	1	-	-	-	-	1	-	-	2	3	-	-	1
67	5	10	15	1	-	-	-	-	3	-	3	2	3	-	-	3
	8	22	30	2	-	1	-	-	4	1	5	6	7	-	-	4
Vet. Sci.																
64	6	-	6	5	-	-	-	-	-	-	-	-	-	-	1	-
65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
66	2	-	2	1	-	-	-	-	1	-	-	-	-	-	-	-
67	6	1	7	3	1	-	-	-	1	2	-	-	-	-	-	-
	14	1	15	9	1	-	-	-	2	2	-	-	-	-	1	-

(Table 2 p. 3)

BEST COPY AVAILABLE

University College, Faculty, Year	Total														Not Traced	
	Africans	Non-Africans	Total	Central Govt.*	Parastatal*	EAC*	International	Local Govt.	Sec Sch/TTC	UEA	Private Sector	Further study	Migrated	Deceased	Africans	Non-Africans
Nairobi																
Commerce																
66	3	4	7	-	1	1	-	-	1	-	-	-	2	1	-	1
67	9	-	9	3	4	-	-	-	-	-	2	(1)	-	-	-	-
	12	4	16	3	5	1	-	-	1	-	2	-	2	1	-	1
Eng.																
61	1	10	11	1	1	1	-	1	-	-	2	-	5	-	-	-
62	-	10	10	3	1	1	-	-	-	-	2	-	2	-	-	1
63	1	1	2	-	-	-	-	-	-	-	1	-	1	-	-	-
64	1	8	9	-	-	1	-	1	-	1	3	-	3	-	-	-
65	1	9	10	-	-	1	(1)	-	-	-	2	1	5	-	1	-
66	2	15	17	-	-	-	-	1	-	1	3	1	5	-	-	6
67	9	16	25	1	2	2	-	(2)	-	-	4	5	2	-	1	8
	15	69	84	5	4	6	-	3	-	2	17	7	23	-	2	15
Dar																
Arts																
67	16	-	16	7	1	1	-	-	3	1	1	-	-	-	2	-
Law																
64	4	-	4	-	-	1	-	-	-	1	2	-	-	-	-	-
65	7	-	7	3	1	-	-	2	-	1	-	-	-	-	-	-
66	6	-	6	1	-	3	-	2	-	-	-	-	-	-	-	-
67	15	-	15	6	-	2	-	2	-	1	1	1	-	-	2	-
	32	-	32	10	1	6	-	6	-	3	3	1	-	-	2	-

Table 3

Recent graduates of Faculties of Arts and Science, by Year of graduation, University College, and Field of Employment

Faculty, Year University College	Total			Central Govt.*	Parastatal*	EAC*	International	Local Govt.	Sec Sch/TTC	UEA	Private Sector*	Further Study	Migrated	Deceased	Not Traced	
	Africans	Non-Africans	Total												Africans	Non-Africans
Arts																
64																
MUC	22	2	24	7	2	4	1	-	1	3	2	-	1	-	2	1
UCN	5	5	10	2	-	-	-	-	-	1	3	1	3	-	-	-
	27	7	34	9	2	4	1	-	1	4	5	1	4	-	2	1
65																
MUC	25	4	29	11	-	3	-	-	3	5	4	1	1	1	-	-
UCN	7	5	12	1	1	3	-	-	5	-	-	-	2	-	-	-
	32	9	41	12	1	6	-	-	8	5	4	1	3	1	-	-
66																
MUC	6	4	10	1	-	1	-	-	3	-	1	2	-	-	1	1
UCN	7	5	12	2	-	-	-	-	5	1	1	-	2	-	-	1
	13	9	22	3	-	1	-	-	8	1	2	2	2	-	1	2
67																
MUC	13	7	20	3	1	1	-	1	4	2	1	3	2	-	2	-
UCN	18	17	35	5	1	4	-	-	12	1	1	3	6	-	2	-
UCD	16	-	16	7	1	1	-	-	3	1	1	-	-	-	2	-
	47	27	71	15	3	6	-	1	19	4	3	6	8	-	6	-
Summary																
64	27	7	34	9	2	4	1	-	1	4	5	1	4	-	2	1
65	32	9	41	12	1	6	-	-	8	5	4	1	3	1	-	-
66	13	9	22	3	-	1	-	-	8	1	2	2	2	-	1	2
67	47	24	71	15	3	6	-	-	19	4	3	6	8	-	6	-
64-67																
MUC	66	17	83	22	3	9	1	1	11	10	8	6	4	1	5	2
UCN	37	32	69	10	2	7	-	-	22	3	5	4	13	-	2	1

(Table 3 Contd.)

Faculty, Year, University College	Totals														Not Traced	
	Africans	Non-Africans	Total	Central Govt.*	Parastatal*	EAC*	International	Local Govt.	Sec Sch/TTC	UEA	Private Sector*	Further Study	Migrated	Deceased	Africans	Non-Africans
Science																
64																
MUC	10	3	13	4	1	2	-	-	-	-	2	1	1	-	1	1
UCN	-	3	3	-	-	-	-	-	-	1	1	1	-	-	-	-
	10	6	16	4	1	2	-	-	-	1	3	2	1	-	1	1
65																
MUC	6	3	9	1	-	1	-	-	3	1	1	1	-	-	-	1
UCN	1	3	4	-	-	1	-	-	-	-	1	1	1	-	-	-
	7	6	13	1	-	2	-	-	3	1	2	2	1	-	-	1
66																
MUC	4	1	5	1	-	-	-	-	1	1	-	2	-	-	-	-
UCN	2	6	8	1	-	-	-	-	1	-	-	2	3	-	-	1
	6	7	13	2	-	-	-	-	2	1	-	4	3	-	-	1
67																
MUC	4	2	6	1	-	-	-	-	1	-	-	3	-	-	1	-
UCN	5	10	15	1	-	-	-	-	3	-	-	2	3	-	-	3
	9	12	21	2	-	-	-	-	4	-	3	5	3	-	1	3
Summary																
64	10	6	16	4	1	2	-	-	-	1	3	2	1	-	1	1
65	7	6	13	1	-	2	-	-	3	1	2	2	1	-	-	1
66	6	7	13	2	-	-	-	-	2	1	-	4	3	-	-	1
67	9	12	21	2	-	-	-	-	4	-	3	5	3	-	1	3
64–67																
MUC	24	9	33	7	1	3	-	-	5	2	3	7	1	-	2	2
UCN	8	22	30	2	-	1	-	-	4	1	5	6	7	-	-	4

BEST COPY AVAILABLE

Table 4

Trends in field of employment in the faculties of Arts and Science

	Africans	Non-Africans	Total	Central Govt.	Parastatal	EAC	International	Local Govt.	Sec Sch/TTC	UEA	Private Sector	Further Study	Migrated	Deceased	Africans	Non-Africans
Arts																
1956-1959	40	2	42	26%	10%	10%	2%	2%	14%	4%	17%	-	4%	-	10%	-
1960-1963	102	7	109	42%	8%	7%	2%	3%	5%	9%	12%	1%	-	4%	4%	4%
1964	27	7	34	27%	6%	12%	3%	-	3%	12%	15%	3%	12%	-	6%	3%
1965	32	9	41	30%	2%	15%	-	-	20%	12%	10%	2%	7%	2%	-	-
1966	13	9	22	14%	-	5%	-	-	36%	5%	9%	9%	9%	-	5%	9%
1967	47	24	71	21%	4%	8%	-	1%	27%	5%	4%	8%	11%	-	8%	-
	261	58	319	31%	6%	11%	1%	3%	14%	9%	11%	4%	6%	2%	5%	2%
Science																
1956-1959	11	-	11	36%	18%	-	-	-	18%	-	9%	-	-	9%	9%	-
1960-1963	14	5	19	21%	5%	26%	5%	-	5%	10%	-	5%	10%	5%	5%	-
1964	10	6	16	25%	6%	12%	-	-	-	6%	18%	12%	6%	-	6%	6%
1965	7	6	13	8%	-	15%	-	-	23%	8%	15%	15%	8%	-	-	8%
1966	6	7	13	15%	-	-	-	-	15%	8%	-	30%	23%	-	-	8%
1967	9	12	21	10%	-	-	-	-	19%	-	14%	24%	14%	5%	-	14%
	57	36	93	18%	4%	10%	1%	-	13%	5%	10%	15%	11%	1%	5%	6%

Schedules
showing the definitions
of the fields of employment labelled

(a) Central Govt.
(b) Parastatal
(c) East African Community
(d) Private Sector

Included under Central Government

The Office of the President
The Office of the Vice-President & Ministry of Home Affairs
Ministry of Finance
Ministry of Economic Planning & Development
Ministry of Defence
Ministry of Agriculture
Ministry of Health
Ministry of Local Government
Ministry of Works
Ministry of Power & Communications
Ministry of Labour
Ministry of Tourism & Wildlife
Ministry of Lands & Settlement
Ministry of Housing
Ministry of Information and Broadcasting
Ministry of Natural Resources
Ministry of Co-operatives and Social Services
Ministry of Commerce & Industry
Ministry of Education
Office of the Attorney-General
The Judicial Department
The National Assembly
The Public Service Commission
The Exchequer & Audit Department

Included under Parastatal Organisations

Kenya Co-operative Creameries
Kenya National Trading Corporation
Teachers Service Commission
Kenya Meat Commission
Lands Ltd (Agricultural Development Corporation)
Coffee Marketing Board

Ministry of Health
Ministry of Local Government
Ministry of Works
Ministry of Power & Communications
Ministry of Labour
Ministry of Tourism & Wildlife
Ministry of Lands & Settlement
Ministry of Housing
Ministry of Information and Broadcasting
Ministry of Natural Resources
Ministry of Co-Operatives and Social Services
Ministry of Commerce & Industry
Ministry of Education
Office of the Attorney-General
The Judicial Department
The National Assembly
The Public Service Commission
The Exchequer & Audit Department

Included under Parastatal Organisations

Kenya Co-operative Creameries
Kenya National Trading Corporation
Teachers Service Commission
Kenya Meat Commission
Lands Ltd (Agricultural Development Corporation)
Coffee Marketing Board
Finance Development Corporation
Maize Produce Board
Tourist Development Corporation
Kenya National Library Services Board

Coffee Research Foundation
Kenya Tea Development Authority
Coffee Growers Corporation
Agricultural Finance Corporation
National Bank of Kenya
Kenya News Agency & Press
Development Finance Corporation
Industrial & Commercial Development Corporation
Pyrethrum Board
Nyeri Cooperative Society
National Irrigation Board
Management Training and Advisory Center
National Housing Corporation

BEST COPY AVAILABLE

Included under East African Community

East African Airways
East African Railways
East African Harbours
East Africa Post & Telecommunications
East African Customs
EAAFRO
EAVI
EDM
East African External Telecommunication

Included in the Private Sector

Shell
Wanja Enterprises
Jubilee Insurance
Sterling Winthrop
ESSO
East African Breweries
Horticultural Society of Kenya
Oxford University Press
EMCO
Skins Ltd.
East African Power & Lighting
B.A.T.
Barclays Bank
Standard Bank
Mitchell Cotts
Afro City Tobacco

International Computers Ltd.
Metal Box Co. Thika
East African Cargo Handling Co.
Life Insurance Corporation India
Insurance Corporation of East Africa
East African Industries
Doshi Hardwares
Portal Pharmacy
Industrial Promotion Services
Sir Alex, Gibbs & Partners
Edwards Burrows
Tibbets-Abbot
Hall-Thermotank Equatorial Ltd
Howard Humphreys
East African Engineering Consultants
Sondhi